



Continuous improvement through feedback

NES Healthcare Science Team

Lorna Crawford/ Bianca Brownlee/ Andy Dunne

February 9th, 2024

slido



Join at slido.com
#HCSETE2024

① Start presenting to display the joining instructions on this slide.

Slido

Please select:

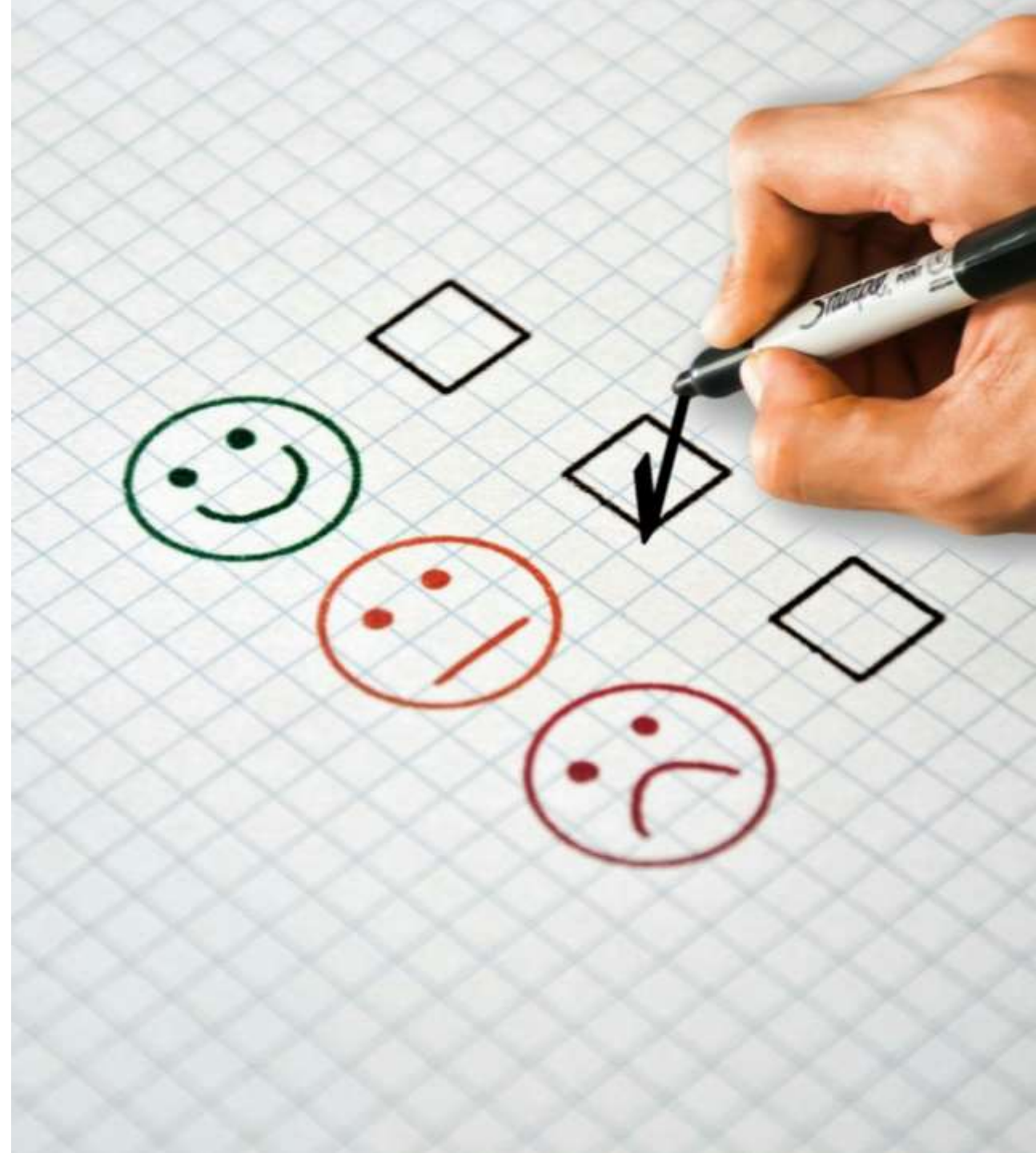
Workshop a.m. - Continuous Improvement through feedback

There are polls embedded in this presentation, and there is also the ability to add questions to the Q&A section either during the workshop or at a later date

Introduction

The NES Healthcare Science team seeks input from our trainees and supervisors via our annual confidential surveys. These surveys encompass questions regarding satisfaction, support, resources, feedback, encouragement, barriers, and discrimination. Participants also have the chance to provide confidential comments on various aspects.

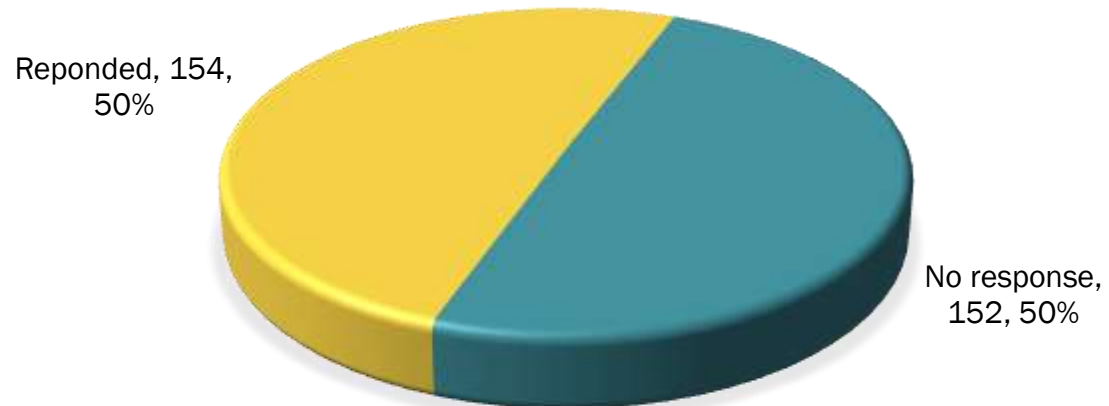
We'll discuss some key points from both surveys and give you an opportunity to contribute to action plans towards continual improvement of the training systems.



Survey Responses

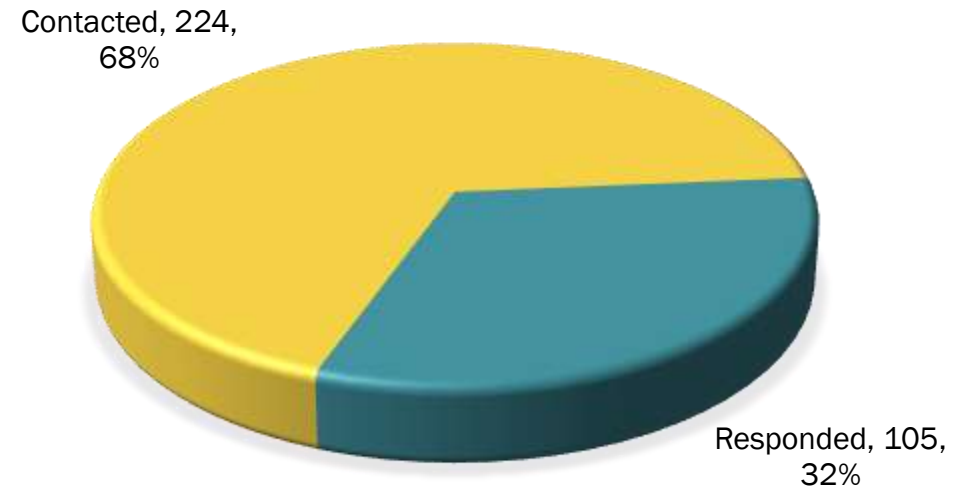
Trainee Survey

- 306 trainees or recent trainees contacted
- 154 responses



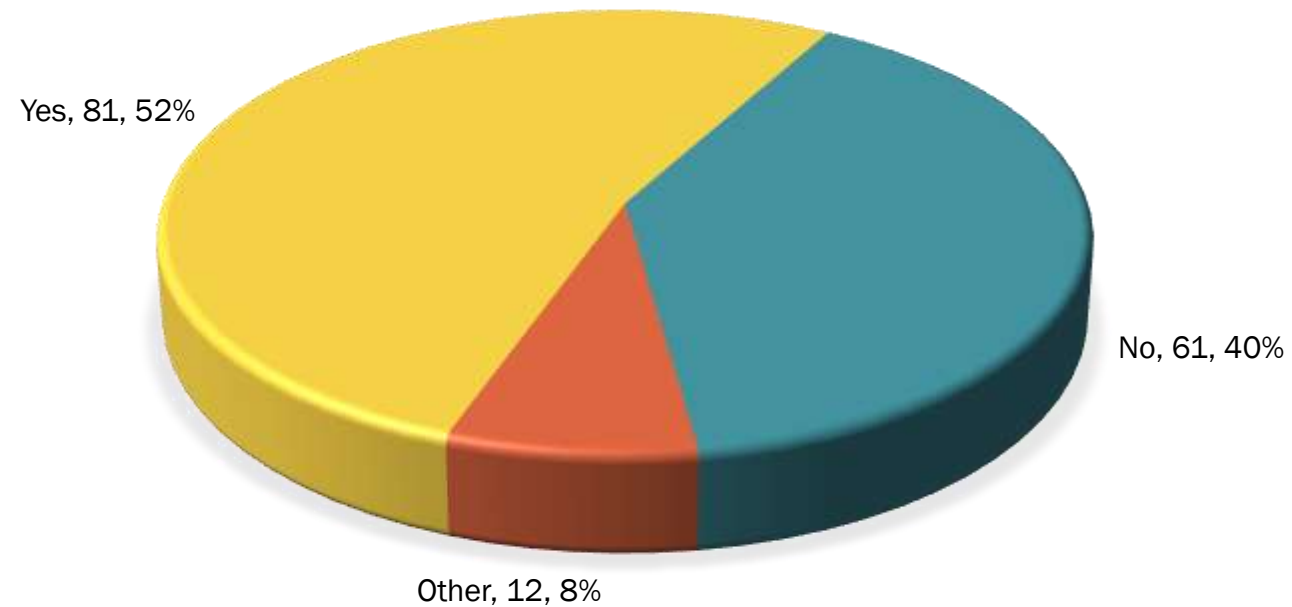
Supervisor Survey

- 224 supervisors contacted
- 105 responses



Trainee Survey

Do you feel you are provided enough time out-with service work to support your theoretical learning?



slido



How much time do trainees get within your department out-with service work for theoretical learning?

① Start presenting to display the poll results on this slide.

slido



How much time should trainees within your department get out-with service work for theoretical learning?

ⓘ Start presenting to display the poll results on this slide.

Are there any differences?

**How can we ensure
trainees are provided with
sufficient time to study?**



Have you encountered any barriers during your training experience?

Trainee Survey



- Supervisory issues: feedback, unwillingness to train, lack of knowledge of requirements
- Increased service work causing reduced study time and trainer availability
- Availability of research topics
- Training cancellations due to pandemic lockdown
- Issues with the availability of training within boards/ departments

Supervisor Survey



- Mismatch of trainee expectations with service pressures
- Increased service work causing a lack of available staff and time for training
- Lack of autonomy and/ or drive from trainees
- Plagiarism
- Difficulty in getting trainees to engage/ communicate
- Issues with the availability of training within boards/ departments
- Funding

Mental Health

Trainee Survey

“Working extra hours is generally required to meet the workload, which has a negative impact on mental health”

“Overworking in the NHS is endemic and essentially expected at this point. I am not convinced that training is sustainable in the NHS environment”

Supervisor Survey

“It feels like there is a large gap between trainee expectations and the reality of working in the NHS”

“It's simply not feasible going forward with the number of other commitments to dedicate good quality time to support the trainees fully”

“The trainees seem to have more mental health concerns than previously. I am concerned that there is an increasing lack of resilience in the trainee network to cope with training”

Last words from the supervisors

“

I love being a supervisor and truly wish I could commit more time and energy to it, but there really aren't enough hours to cover all aspects at the moment.

Last words from the trainees

“

This has been a very positive experience for me, and I have been extremely well supported in the department. Any issues with my training have been a reflection on the service pressures faced across the country

slido



Audience Q&A Session

① Start presenting to display the audience questions on this slide.



Thank you

Thanks to both trainees and supervisors for your continuing efforts. We in NES recognise the pressure service is under at the moment and we appreciate all the hard work going into ensuring the competence of our future Healthcare Science staff.

Any other comments or suggestions are welcome at:
HCS@nes.scot.nhs.uk

The NES Healthcare Science Team